

NEW SHOREHAM SCHOOL COMMITTEE MEETING

Block Island School

July 10, 2006

3:00 P.M.

The New Shoreham School Committee met in open session on Monday, July 10, 2006, in the media center of the Block Island School.

Chair William Padien called the meeting to order at 3:05 P.M. The following members were present: Sean McGarry, William Padien, and Richard Tretheway. Shea Butcher and Annie Hall were not in attendance. Jack Lyle was also present. Also in attendance were Maureen Flaherty, John Warfel, Joanne Warfel, Marlee Lacoste, Bonnie Swinton, Ben Bentrup, Nancy Greenaway, Lauri McTeague, Deborah Hart, and Judy Durden.

Work Session with Faculty/Staff on Adjustments to Existing Site Based Management Plan

Three organizational charts were submitted for review. The two developed by task force #3 (organization) were explained by John Warfel. He stated that they envisioned two deans: one for the elementary and one for the secondary, each with explicit job descriptions. The staff under each respective dean would work as its own core team. The school support positions would answer to the appropriate dean and then to the superintendent. It was felt that the deans would act more as school management resource positions, not

as personnel managers. The school committee feels that deans should have more authority over those under him/her, and being members of the teachers' union would be an issue. Others felt that it would not be a true site based management model if this were the case. The superintendent would still handle all personnel issues. Mr. Warfel feels the main problem is the lack of communication and the definition of roles. The school has progressed in positive ways, yet modifications need to be made. It was stated that as long as the superintendent and the school committee make the final decisions, whatever is implemented will not be a true site based management model.

When asked if someone currently on staff would fill the dean positions, several faculty members felt it would depend on the job description and the remuneration. It was stated that you would not get someone to apply for a dean position for an additional \$2000 per year. All felt it would have year-round implications, but they weren't sure if they would be full or part-time positions.

Sean McGarry stated that he thinks we would need a full-time superintendent if we had part-time deans also working as part-time teachers.

Several people expressed concerns about daily administrative functions and what the definition of administrative is. If the core team makes day-to-day decisions, the meetings must be open to the public. It was stated that the core team has been making

recommendations to the superintendent and not making decisions on a daily basis.

Richard Tretheway explained the management model he had read about and thought would work on Block Island. All areas would be represented on this management team, including the support staff, teachers, parents, students, and the community at large. However, there are various levels of decision-making within a school day and not all of them have to involve the parents.

Following closely on Task Force #3, Task Force #2 – Definition of Roles recommended the possibility of two deans. One would be full-time and not responsible for a teaching position and the other would be part-time and responsible for teaching a couple of periods per day. These deans could also be assisted by the management team coordinator. The full-time dean would strongly parallel what the facilitator does currently. Both deans would report at school committee meetings. Task force #3 also listed recommended duties/responsibilities for the various positions, which would be in addition to any in the state regulations.

One suggestion was to use the School Improvement Team (SIT) as the management team, as this body already involves parents, students, teachers, and community members. The Site Council could be left as an enrichment group. The SIT would not be making decisions, but making recommendations to the superintendent. If a

recommendation made by the SIT was not forwarded by the superintendent, the SIT should be able to go to the school committee.

It was felt that a full-time superintendent would be needed to make this work, one of the reasons being that high school regulations are becoming more and more demanding. The bottom line was that the staff would be willing to support any model that helps the school work well.

Mr. McGarry, in explaining his organizational chart, stated that since Block Island School is on file with the department of education as K-7 elementary and 8-12 secondary, his organizational chart could be changed accordingly. His reason for dividing it as he did was so that each coordinator would be responsible for approximately the same number of grades.

The School Committee scheduled the next work session for 3:00 P.M. on Monday, July 24.

Adjournment

A motion at (Tretheway, Padien) at 4:55 PM to adjourn carried with a vote of 3-0.

Marsha L. Gutierrez, Clerk

Date approved: 8/21/2006